Inaugural gender equality commitments and benchmarks are incorporated into the 2020 Core Commitments for Children in Humanitarian Action (CCCs). UNICEF’s Core Commitments for Children are a global framework guiding the organization’s humanitarian action. Every country office implements the CCCs to deliver a quality and equitable humanitarian response.

What are UNICEF’s commitments and benchmarks related to gender equality?

UNICEF is guided by an understanding that while humanitarian contexts may exacerbate pre-existing gender inequality, there may also be an opportunity for transformational change. Therefore, in addition to gender equality being integrated into all CCC commitments as an organizational principle for collective responsibility and strategic results, the following are three overarching commitments designed to accelerate and catalyze our advocacy, coordination, and programming efforts.

<table>
<thead>
<tr>
<th>STRATEGIC RESULT</th>
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<tbody>
<tr>
<td>Children, adolescents and their communities benefit from gender-responsive programmes and services</td>
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<tr>
<th>COMMITMENTS</th>
<th>BENCHMARKS</th>
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<tr>
<td><strong>1: An end to Gender Based Violence (GBV)</strong></td>
<td>UNICEF programme sectors implement quality designs and actions that reduce risks of GBV, including working with GBV actors/coordination mechanisms, equipping and training sector personnel with information on available GBV response services and referral procedures to support GBV survivors.</td>
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1.1 Programmes are designed to prevent and mitigate the risks of GBV.  
1.2 Coordination is established with GBV actors to ensure that GBV is mainstreamed in all sectors.  
1.3 All sectors’ frontline workers and personnel are trained and equipped with information on available GBV response services and referral procedures to support GBV survivors.

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1 Comprehensive GBV programming includes prevention, risk mitigation and response services for survivors. This commitment reinforces the need for quality multisectoral programming in the areas of prevention and risk mitigation, which has lagged behind response services. See GBV AoR, The Interagency Minimum Standards for Gender-Based Violence in Emergencies Programming, 2019.

2 GBV, including sexual violence, does not discriminate by sex or age. However, reported and unreported rates of GBV are significantly higher for girls and women. Therefore, as per UNICEF programming guidance, an intentional programming approach with and for girls and women must be prioritised, in addition to engaging boys and men.
Gender Equality — Overview

ILLUSTRATIVE INDICATORS

- Percent of UNICEF-funded projects or agreements with implementing partners with evidence of integration of GBV risk mitigation programming.
- Number of countries that identify specific programmatic response to GBV in the HAC/SitRep

2: Engagement with and for women and girls

Women, adolescent girls and their respective organizations are actively engaged in the design and delivery of programmes.

2.1 Organizations representing adolescent girls, women’s rights, and youth are engaged in programme design, delivery and monitoring.

2.2 Women and adolescent girls are equitably represented in all community feedback and complaints mechanisms.

2.3 Men and boys are mobilized to support and promote the rights and engagement of women and girls.

ILLUSTRATIVE INDICATORS

- Number of programmes designed and delivered with engagement from women’s rights, adolescent girls and youth groups
- % of programmes and projects in which women and girls participate in design, planning and monitoring of programmes

3: Gender-responsive programming, including a lens on adolescent girls

Analyses, programming, and enabling environment (e.g., partnerships, communications) respond to the distinct needs and experiences of girls, women, boys and men.

3.1 Context-specific gender analysis informs the design and delivery of programmes in all sectors, for all needs assessment reports, situation reporting and HACs.

3.2 Monitoring, reporting and evaluation systems of all preparedness and response actions include sex- and age-disaggregated data and strategic gender indicators, in accordance with the UNICEF Gender Action Plan.

3.3 Programmes intentionally promote positive behaviour and social change toward gender equality, especially by empowering adolescent girls.

3.4 Programme and enabling environment services provided and/or supported are gender-responsive to the different needs of girls, boys, men and women.

ILLUSTRATIVE INDICATORS

- Number of HAC country analysis informed by a thorough gender analysis and use of gender data
- Percentage of programmes that integrate sex-and-age disaggregated and gender strategic indicators

Other CCC benchmarks will also track gender equality progress via specific indicators, including:

- **Education**: # girls benefitting from interventions targeting girls
- **WASH**: # girls and women accessing menstrual hygiene management services
- **Social Policy**: # female-headed households receiving humanitarian cash transfers